

**E-mail:** wmgreer@msn.com

**Occupation:** Arbitrator

**Business Address:**

P.O. Box 80847  
Portland, Oregon 97280  
Phone: 503-957-2255

**PROFESSIONAL AFFILIATIONS:**

FMCS, AAA, Oregon Industrial Relations Research Association (Oregon IRRA/LERA chapter membership vice-president, 2005); Oregon State Bar; Oregon State Bar Labor and Employment Law Section (former executive committee member).

**EDUCATION:**

BA, Political Science, Miami University (Oxford, Ohio) 1970.  
JD, Law, Washington University (St. Louis, Missouri) 1973.

**CERTIFICATION:**

Oregon State Bar (inactive).

**ARBITRATION/LABOR RELATIONS EXPERIENCE:**

Full time labor arbitrator (2003 to date). Administrative law judge, Oregon Employment Relations Board: heard and decided unfair labor practice, representation, and civil service cases (1981-2003). Part-time arbitrator: private and public sector cases in Oregon, Washington, Alaska, and Montana (1996-2003). Advocate private and public sector contract negotiations, grievance and interest arbitrations, representation and unfair labor practice litigation (1973-1980). Employment with impartial labor relations administrative agencies: As an administrative law judge for the Oregon Employment Relations Board, conducted hearings and issued over 300 recommended orders regarding public sector unfair labor practice complaints and petitions.

**ISSUES:**

Discipline, discharge, layoff/recall, wage parity, scope of contract reopener, safety, arbitrability (timeliness, mootness), overtime, vacation bidding, public safety interest arbitration. Public sector unfair labor practice complaints, representation and unit clarification petitions, civil service discipline appeals.

**INDUSTRIES:**

Paper, steel, metals, ambulance, food wholesaler, bakery, telecommunications, energy, state ferry system, airport, public safety, public sector.

**PERMANENT PANELS:**

State of Alaska and Public Safety Employees Association; State of Alaska and Alaska Correctional Officers Association; Las Vegas Metro Police Department and Police Protective Association Civilian Employees; American Medical Response and ATU Division 757

**ARBITRATION ROSTERS:**

FMCS, AAA, Oregon ERB, Washington PERC, Montana Board of Personnel Appeals

**PUBLISHED CASES:**

Smurfit-Stone and PACE, 00-1 ARB Paragraph 3301 (November 1999).

**SIGNIFICANT PUBLICATIONS:**

Editor, *Labor and Employment Law: Public Sector* (Oregon State Bar Continuing Legal Education publication, 2002).

Publisher/author: *The Public Employee Collective Bargaining Act Digest* (biannual publication, 1985 to date).

Lead author, *The State Personnel Relations Law Digest* (Oregon ERB 1992 through 2003).

Author, *Enforcement of Grievance Arbitration Awards under the Oregon Public Employee Collective Bargaining Act* (University of Oregon Labor Education Research Center 2000).

**FEES:**

**Per Diem:** \$1000 for each seven-hour day of prehearing conferences and rulings, hearing, travel, study, and writing. I do not charge a fee for the initial scheduling of a hearing.

**Cancellation policy:** (1) When a hearing is cancelled and simultaneously rescheduled to a date certain, I do not charge a cancellation fee; (2) When a hearing is cancelled but not simultaneously rescheduled to a date certain, I charge for my prehearing time plus a cancellation fee, for each scheduled day of hearing, based upon when I receive the cancellation notice: 100% of daily fee for each scheduled day of hearing, for notice received 14 days or less before the scheduled hearing date, 50% of daily fee, for each scheduled day of hearing, for notice received more than 14 days but less than 21 days before hearing, and 25% of daily fee, for each scheduled day of hearing, for notice received at least 21 days but less than 28 days before hearing; (3) When a cancelled and rescheduled hearing is later canceled, I charge for my prehearing time plus a standard cancellation fee of \$1000 for each scheduled day of hearing, without regard to the amount of notice provided. For multi-day hearings, cases involving interim rulings or awards, and hearings requiring overnight travel, I may send interim fee and expense billings. Billings are payable within thirty days after being sent.